**Annual Report of the Diversity Vice President**

**Submitted by: Nimrod Matthias, Acting Diversity Vice President**

**May 2025**

**Key Accomplishments**

In preparation for the 2025 convention, I have assumed the role of Acting Diversity Vice President (“DVP”) in March 2025. There were several important resolutions that were being discussed.

A motion was passed to support multiple Pride Parades, and the turnout for most of the events was described as great, reflecting the community’s enthusiasm and engagement.

The CUPE Nova Scotia Human Rights Committee was conducting a housing survey to understand how rising housing costs affect members and inform advocacy efforts. The survey included 5-6 yes/no questions about housing affordability and its impact on union participation. It was ready by the end of January 2025, with data compilation by the end of February. The aim was that results would be presented at the CUPE NS Convention in May 2025. The Committee also discussed the needs of the unhoused population and efforts to provide access to water for those in encampments.

Jenna and Jess had coordinated a meeting with Aubrey Gonzalez from CUPE National to further explore the acknowledgment of Land and the recognition of the Black Nova Scotian community; I continued this work in finishing this piece with Jenna.

In February 2025 we had the incredible opportunity to sponsor a table in support of the Black Cultural Centre for Black History Month at the HFX Convention Center. I am thrilled to report that it was a fantastic experience celebrating the rich history and contributions of the African Nova Scotian Community. We united with the community, demonstrating our solidarity through meaningful connections.

**Upcoming Initiatives**

There is the ongoing task of demonstrating solidarity with other workers and the community through actions like supporting events and partnerships and making meaningful connections with local and regional communities.

There continues to be active involvement in promoting Pride events, with efforts being made to organize parades in Halifax, Truro, and Sydney. As DVP I seek to build deeper relationships connecting with our members and community while unearthing shared values. Goals are to show support for workers rights, social justice and economic equality.

Efforts are being made to sponsor an event in the African Nova Scotian community of Upper Hammonds Plains which would include participation in the parade for their annual “Can Jam” celebration on Canada Day.

There has been a conversation about creating an educational pamphlet on intersectionality, which will be made available at the Convention to foster understanding and awareness.